



Civil Air Patrol

Cadet Advisory Council

United States Air Force Auxiliary

From: C/Lt Col Kristi Nichols

Subject: CAC Minutes Report for 18 January 2014

1. Listed below is the Minutes Report for the MTWG Cadet Advisory Council meeting on 18 January 2014, from 0800 to 1600, at Fort Harrison, Helena.
2. Opening Business: C/Lt Col Nichols called the council to order at 0851
 - Roll Call:
 - C/ 1st Lt Rodwick of Flathead (Temporary Alternate)
 - C/ 2nd Lt Link of Butte
 - C/SSgt Freck of Beartooth
 - C/ CMSgt Gray of Missoula
 - C/ Capt Druckenmiller of Big Sky
 - C/ MSgt Brigham of Big Sky (Alternate)
 - C/ TSgt Bokovoy of Lewis and Clark
 - C/ TSgt Herrera of Malmstrom
3. New Business:
 - New Term: C/Lt Col Nichols led introductions of primary and alternate representatives of each of the five squadrons and two flights.
 - MTWG CAC Office: C/Lt Col Nichols announced that she would be assigning the new MTWG CAC Chair/RMR CAC Representative, Vice Chair, and Recorder at the end of the meeting based upon attendance, participation, dedication, and overall experience.
 - MTWG Conference: C/Lt Col Nichols started the discussion on the MTWG CAC planning the Cadet Programs side of the 2014 MTWG Conference.
 - Representatives agreed to a three-track style of learning, being Leadership, Aerospace Education, and Emergency Services.
 - Each track would be given two hours, split, to introduce and give a hands-on activity to spark interest.
 - Three CAC committees have been established to create a mock schedule for each track on what courses will be offered to the cadets.
 - Leadership: C/Capt Druckenmiller (Chair), C/Maj Jackola (Member), C/TSgt Bokovoy (Member);

Ideas for courses: Customs and Courtesies, Team Building, Leadership Styles

- Aerospace Education: C/CMSgt Gray (Chair), C/TSgt Herrera (Member), C/SSgt Freeck (Member); Ideas for courses: Bottle rockets, Balsa wood airplanes/competition
- Emergency Services: C/2d Lt Link (Chair), C/MSgt Brigham (Member), C/TSgt Bokovoy (Member); Ideas for courses: Radio usage, Stretcher training
- Squadron cadets will stay together as flights, with their Cadet Commander taking the position of Flight Commander and their Flight Sergeant as their Flight Sergeant.
 - Several squadrons will be paired together for rotation through the specialty tracks based upon attendance.
- There would be one Cadet Commander overseeing all of the Flight Commanders.
 - The Cadet Commander would be in charge of maintaining the schedule and checking with the Flight Commanders to make sure everything is running smoothly.
- The CAC suggested the cadets staying at Fort Harrison, with the Flight Sergeant and their cadets staying in the barracks, and the Cadet Commander and Flight Commanders staying in the Troop Rooms.
- Friday night would consist of an Intro/Welcome, In-processing, Required Staff Training (RST) for the Cadet Commander and Flight Commanders, and a Social Hour/Pizza Party for all cadets.
 - RST would consist of getting to know the Cadet Commanders from other squadrons, teaching them how to properly lead their flights at the activity and how to lead their squadrons when they get home, voicing ideas and problems to open communication, and basic review of how to perform Pass and Review.
- Saturday morning would consist of light PT, opening formation, breakfast, and the first three hours of Leadership, Aerospace Education, and Emergency Services set up in a Round Robin style.
 - Opening formation would consist of the flights falling in to their Flight Sergeants, Flight Sergeants reporting to their Flight Commanders, and the Flight Commanders reporting to the Cadet Commander. Here the Cadet Commander would report the activities of the day, safety hazards, and any notes from the Activity Director.
 - The meals will be eaten in a comfortable and respectful manner. The cadets will not need to stare at their plate or remain silent. As long as they keep the volume down and remain respectful, they may eat comfortably.
 - These first three hours of the specialty track should be based around introduction, but not lecture.
- Saturday afternoon would consist of lunch, the last three hours of the three tracks, kickball with the cadets and senior members, and

personal time to shower and change into the semiformal uniform for the banquet.

- These last three hours of the specialty tracks should consist of a hands-on, out-of-your-seat activity.
- A safety briefing will be given by either the Cadet Commander or the Safety Officer before the start of the kickball tournament. Squadrons will remain in their teams from the specialty tracks to balance numbers. There will be no throwing the ball above the shoulders. Cadets may be playful, but remain respectful. As soon as a team has been announced Champions, they can be challenged by the senior members, if they are interested.
- Showers will be taken after kickball and before the banquet in order to promote good hygiene. The cadets will change into their semiformal uniform, which consists of their Service Dress, but with a white, button-up shirt, bowtie for the males, and nameplates removed.
- Saturday evening would consist of the banquet dinner and a Cadet Ball lasting until midnight.
 - The cadets will be encouraged to escort each other to the banquet and to the Ball.
 - Female cadets will be allowed to wear formal evening gowns (must maintain a respectful image: no dresses shorter than knees, no plunging necklines or cutouts, no see-through)
 - The Cadet Commander will sit at the Head Table at the banquet, as custom.
 - There may be an interest in hosting a Grog.
 - At the Ball, cadets will dance in a respectful manner to a preapproved playlist. There will be no grinding, twerking, or obscene dancing. Cadets may dance with the opposite gender, but remain respectful. **ALL CADETS MUST BE PRESENT AT THE DANCE AT ALL TIMES.** Seniors will chaperone, but are also encouraged to escort and dance with their significant others or dates.
- Sunday morning would consist of opening formation, breakfast, drill competition, Aerospace Education/Leadership Bowl, cleaning and room inspections, Pass and Review, and out-processing.
 - The Aerospace Education/Leadership Bowl will consist of questions straight from the Aerospace Modules, Journey of Flight textbook, and Learn to Lead texts for purposes of helping study.
 - All Troop Rooms and barracks will be cleaned and inspected prior to Pass and Review and out-processing.
- Wing Patch: C/Lt Col Nichols led discussion on designing a new Montana Wing Patch.

- CAC representatives thought it was a good idea, but not a high enough priority to address this term. They tabled the idea for the next term, but C/CMSgt Gray has started the designing process and will ask his cadets if they are interested, since they just redesigned their squadron patch.
- Weekend Activities: C/Lt Col Nichols led discussion on establishing two wing activities not related to Emergency Services.
 - CAC came up with several ideas, but settled on having a “Drill Weekend”, where Color Guard and Honor Guard training would be offered, and having a National Rifle Association Qualification course.
 - CAC thinks it would be a good idea to rotate the annual activities around the wing to keep travel distance and costs fair.
- Retention: C/Lt Col Nichols led discussion on why retention is a problem and how we can fix it.
 - CAC listed some problems they think are causing a drop in retention: Squadron provides activities but cadets don’t attend, cadets are dealing with personal issues, there’s been an increase in bullying/harassment, there’s a lack of respect.
 - CAC suggested some solutions towards increasing retention: Provide activities on a more personal level, have classes outside of the classroom, increase fundraising, CISM training, joint activities with nearby squadrons such as parades, promote “One Wing, One Team”, eliminate squadron prejudice, come up with a motto or quote specific to your squadron, for example “When you can’t make them see the light, make them feel the heat”, come together as a squadron to design or redo a squadron patch and get it made and put on t-shirts
- Cadet Grade Progression: C/Lt Col Nichols led discussion on why cadet grade progression has slowed in Montana Wing and how we can improve our progression.
 - CAC believe that cadets aren’t progressing through the Cadet Program because they want CAP to be all play and no work, they have personal problems, they’re displaying selfishness, and are being promoted for social reasons.
 - The CAC gave their reasons for not progressing, examples being wanting the most from the grade, not wanting to do the SDAs, setting a low goal and not needing to set a new, higher goal.
 - Some solutions were vocalized, such as making classroom time more creative, coming up with unique study opportunities, using higher positions as incentive, providing scholarships for hard work.
- Open Floor: C/Lt Col Nichols opened the floor for representatives to voice their ideas or problems.
 - Beartooth Composite Representative explained a problem with senior members projecting their voice to cadets. We talked about senior members inappropriately commanding cadets, as in, speaking to cadets how a Cadet Flight Sergeant would speak to

cadets. There's more than one senior member in the squadron doing it, and even singling out cadets. We discussed how he could find a senior member, preferably his Squadron Commander, to talk about the issue with.

- Big Sky Composite Representatives brought up an issue with inappropriate behavior from one of their cadets. They explained how one of their female cadets was excessively flirtatious with the male cadets. We talked about normal hormonal levels with teenagers, but established that hers were past normal levels. The representatives asked for advice on how to handle the situation. The CAC suggested monitoring the behavior and reporting it to senior members if it starts to become unacceptable.
- Butte Flight Representative spoke on the topic of bullying and suicide. He explained how we need to be there for our cadets and be that open ear for them in their time of need. We discussed our No Tolerance policy for bullying/harassment and how we need to put a stop to bullying immediately to prevent self-harm.

4. Adjournment:

- C/Lt Col Nichols highlighted the main points of the evening
- Meeting Adjourned at 1515
- C/Captain Marie Druckenmiller was appointed the position of MTWG CAC Chair and RMR CAC Representative, with C/2d Lt William Link as the MTWG Vice Chair and RMR CAC Alternate, and C/CMSgt Kolben Gray as the tentative Recorder.

KRISTI A NICHOLS, C/Lt Col, CAP
RMR CAC Chair, NCAC Representative